

10. **ISSUE: LARRY BLACK DENIED A QUALIFIED DEPUTY A TRANSFER
BECAUSE OF THE DEPUTY'S POLITICAL AFFILIATION – SUBJECT:
BLACK**
(Munnell Memo p. 28)

Director Larry Black

B9A. Allegedly, because Deputy Steve Hughes had donated to the campaign of Dan Saban, a Sheriff's candidate, Director Larry Black denied a transfer to the Aviation Division to Hughes, who was eligible for the transfer.

MUNNELL'S WRITTEN ACCOUNT

Larry Black denies a qualified Deputy a transfer to the Aviation Division due to his donation of money to Sheriff's candidate Dan Saban

After you defeated Dan Saban in the 2004 election, a Deputy Sheriff named Steve Hughes requested a transfer to the Sheriff's Aviation Unit. In preparation for this transfer request, Hughes had spent his own money to obtain his pilot's license. However, when Deputy Hughes sought a transfer to Aviation Division that was under the command of Larry Black, he was denied that transfer.

As a result of this denial, Chief Don Schneidmiller approached Chief Larry Black to discuss the matter. However, Larry Black wouldn't initially state why Hughes was denied the transfer. Finally, Chief Schneidmiller pressed Black on the matter and Black finally stated that Hughes had donated to the Saban campaign and emphatically said that Hughes would not be considered for the transfer.

WITNESSES LISTED BY MUNNELL

Deputy Chief Don Schneidmiller	Had conversation with Black.
Deputy Chief Frank Munnell	Advised of matter by Schneidmiller.
Director Larry Black	Principal

NARRATIVE SUMMARY

In 2004, Deputy Sheriff Steve Hughes requested a transfer to the Sheriff's Aviation Unit and even spent his own money to obtain his pilot license. Larry Black denied the transfer and when confronted by Chief Don Schneidmiller about the denial, Black admitted that he denied the transfer because Hughes had donated to Dan Saban's campaign.

WITNESS ACCOUNTS

Frank Munnell

1 Munnell's source of information relating to this allegation is Don Schneidmiller.
2 Munnell's information relating to this allegation is set forth on pp. 44-45, Exhibit II 28b.
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4 **Don Schneidmiller**
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6 Schneidmiller had clear recollections about this matter, because he was the Deputy
7 Chief over Aviation at the time. His account as to what transpired is as follows.
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9 A: I remember there being conversation, I believe I was over the Aviation
10 Unit at the time. Deputy Chief over Aviation. I can remember somewhere it
11 became clear that Steve Hughes wanted to go there. I remember speaking to
12 Steve Hughes and him expressing his interest in going. I remember the guys in
13 Aviation expressing their interest in having him, although I can't be specific as to
14 who I talked to. We had an opening, and it was curious to me as to why Steve
15 Hughes wasn't being allowed to go. Particularly in light of the fact that I was told
16 that he had taken his own money, on his own time and went and got his pilot's
17 license. And he's a good sharp guy. An outstanding guy. So I walked into
18 Larry's office and said, what's the story on Hughes, I want to put him in
19 Aviation? You're not going to be able to do that, Larry says. I said, well, they
20 want him, he wants to go, I think he even went through the oral board process and
21 came out number one, he's got his pilot's license, what's the story? We're not
22 going to be able to do that. It was obvious that he did not want to tell me why.
23 So I made it obvious that he was going to have to tell me why. I said, well, that's
24 not good enough. I've got to go to Steve, you've got to give me something that I
25 can tell him. You know, that's not how we do business around here. He could
26 see I wasn't going to let it go. That's when he looks at me and he whispers, looks
27 down and goes, look, I'm not ever going to put him in Aviation. He gave money
28 to Saban. In that clear terms. And I knew then that Larry must have gotten a list
29 of all the contributors for Saban's campaign, and he must have spotted Steve
30 Hughes' name on it. And I was conflicted then. I was so pissed off at him for
31 taking the stance that he took, but I immediately went into, how in the hell am I
32 going to explain this to Steve. I started, I never brought it up again to Larry, I just
33 said, wonderful and walked out. (p. 37, Exhibit II34a)
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35 Schneidmiller indicated that he regretted not having taken a more aggressive stance,
36 but he decided not to bring it up any further with Black, or to mention it to Hendershott.
37 Ultimately, Hughes was transferred to Aviation after Larry Black retired and no longer
38 had decision making authority as an Executive Chief.
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40 **Larry Black**
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42 Black indicated that Steve Hughes plays on Black's hockey team, and actually was the
43 individual that got Black playing ice hockey. He does not remember denying a transfer
44 to Hughes because Hughes supported Saban. Black has no recollection of the alleged
45 events, and they did not make sense to him. He did acknowledge that Hughes had

1 worked in Motors, and then went from Motors to Aviation, which were both under
2 Black's supervision. He denies knowing whether Hughes was a supporter of Dan
3 Saban. Black says that he played hockey with Hughes from approximately 2002 or
4 2003 to 2008. Black denied having any recollection of any discussion with Hughes
5 about Hughes wanting to transfer to the aviation unit.

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7 **Steve Hughes**

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9 Hughes indicated that from 2000 to 2008 he served on the Motors Unit. He expressed
10 interest in joining Aviation in approximately 2004, and obtained his pilot's license in
11 2005. He thereafter worked part time in Aviation as an observer, whenever he could,
12 and was finally transferred to Aviation in May 2008.

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14 Hughes said that he was not a contributor to the campaign of Dan Saban in 2004,
15 although he did make contributions to DLEA, which was supportive of Saban's
16 campaign.

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18 Hughes had conveyed to his supervisors that he ultimately wanted to be transferred to
19 Aviation, and may have talked with Don Schneidmiller about it. At no time did he ever
20 receive information from any source that his transfer to Aviation was being held up by
21 Larry Black, or that the motive for the delay in his transfer was his support, through
22 DLEA, of Dan Saban in 2004. This information simply never came to his attention until
23 he read or heard about it in the Munnell Memo. He never talked with Joel Fox or Larry
24 Black about wanting to transfer to Aviation, although he believes that Bill Hindman or
25 Dan Jones may have mentioned it to Fox. Hughes did indicate that, from the time he
26 expressed interest in going to Aviation, in about 2004, up to the time of his transfer in
27 May 2008, there had been two Observer positions filled by other personnel. He could
28 not say whether he was more qualified than the two persons who filled the Observer
29 positions.

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31 In summary, Hughes knew nothing, until the Munnell Memo surfaced, about Black
32 having allegedly held up his transfer to Aviation because of Hughes' alleged support of
33 Dan Saban in 2004.